



# **OCCUPATIONAL SAFETY AND HEALTH**

## **Report on Meeting Staffing Benchmarks**

**As required by Act 158, Session Laws of 2008**

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## BACKGROUND

As a result of Act 213, Session Laws of 2007, the Department of Labor and Industrial Relations ("DLIR") is required to issue a report to the legislature on the status of meeting staffing level benchmarks for the Hawaii Occupational Safety and Health ("HIOSH") division as determined by the U.S. Occupational Safety and Health Administration ("OSHA"). The benchmarks established by the OSHA for the three branches of the HIOSH are: nine safety compliance officers, nine health compliance officers, two safety consultants, two health consultants, and a compliance assistance specialist.

## CURRENT STAFFING LEVELS

POSITION TITLE	HIOSH BRANCH	OSHA BENCHMARK LEVEL	APPROVED BUDGETED LEVEL	CURRENT STAFF LEVEL	EVENTS DURING REPORTING YEAR
Compliance Officer	Safety	9	6	6	<ul style="list-style-type: none"><li>• HIOSH started the year with nine Safety Compliance Officers.</li><li>• Throughout the year, two officers resigned from the DLIR and one officer was promoted to a Safety Compliance Officer Supervisor.</li><li>• HIOSH filled a vacant Safety Branch Manager position, a critical managerial position in the division.</li></ul>
Compliance Officer	Health	9	6	5	<ul style="list-style-type: none"><li>• HIOSH began the year with four Health Compliance Officers.</li><li>• Three new hires were brought on board in April 2008. Two of the new hires left shortly thereafter in July and October, for other job positions outside the DLIR</li><li>• Recruitment for vacancy has been ongoing.</li></ul>
Safety Consultant	Consultation & Training	2	3	2	<ul style="list-style-type: none"><li>• Staffed at benchmark level.</li></ul>
Health Consultant	Consultation & Training	2	2	3	<ul style="list-style-type: none"><li>• Staffed at one over benchmark level. One consultant also handling the duties of the Compliance Assistance Specialist.</li></ul>
Compliance Assistance Specialist	Consultation & Training	1	0	0	<ul style="list-style-type: none"><li>• The Compliance Assistance Specialist duties are currently being executed by a Health Consultant in the Consultation and Training Branch.</li></ul>

## PLAN TO STAFF VACANT POSITIONS

The HIOSH actively explored the idea of obtaining pay shortage differentials for hard to fill positions and recruiting above the minimum rate of pay. These proposed measures address, to some degree, the pay disparity between safety and health professionals in the private sector and those in public employ. For example, a student, upon graduation with an associate's degree in occupational safety and health and no experience, would start with a salary in the private sector of \$50,000. With several years of experience, that person would likely earn \$70,000. In contrast, a safety compliance officer in HIOSH at the entry level, would begin at a salary of \$33,756.

Moreover, Environmental Health Specialists in the Occupational Health section begin with a salary of about \$38,988. Environmental Health Specialists must have a four-year college degree with a major in occupational health, industrial hygiene, chemistry, physics, biology, zoology, or other field related to environmental sanitation, and at least one year of professional work experience in the field of environmental health. In the private sector, an industrial hygienist with two years of professional experience would make about \$60,000.

The HIOSH is crafting an internship program designed to attract people to careers in state government as safety and health professionals. Working in conjunction with the University of Hawaii Community Colleges which have OSHA curriculums, the division contacted the Director of Occupational and Environmental Safety Management at Honolulu Community College to discuss internship opportunities and possibilities within the HIOSH.